NINTH REPORT

OF THE

FEDERAL PUBLIC SERVICE COMMISSION

FOR THE PERIOD

1st January to 31st December, 1957.

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INTRODUCTION

The Annual Report of the Federal Public Service Commission for the year 1957 presented to the President in accordance with Article 190 of the late Constitution of Pakistan.

PERSONNEL

2. The Commission remained for the major part of the year under review, constituted of Mr. Zakir Hussain, Chairman, and Mr. U. Kramet and Wazirzada Sardar Gul Muhammad Khan, Members.

3. Wazirzada Sardar Gul Muhammad Khan, Member, who was on sick leave continuously from 31st August, 1956, passed away on 21st April, 1957. His meritorious services on the Commission and affectionate consideration for the officers and staff will long be remembered and cherished by the Commission's office.

4. Mr. S. F. Meerza, C.S.P. (retired), was appointed as an additional Member of the Commission on 24th April, 1957, for a period of five years.

5. Mr. Zakir Hussain and Mr. U. Kramet, completed their respective terms of office on 19th and 24th October, 1957.

6. The following were appointed as Chairman and Members of the Commission in addition to Mr. S. F. Meerza and assumed charge on the dates shown below against their names :—

Names	Date of taking over charge
1. Mr. Mian Aminuddin—Chairman	21-10-1957.
2. Mr. S. M. Hasan—Member	25-10-1957.
3. Mr. Mohd. Ibrahim Khan—Member	26-10-1957.
4. Dr. S. M. Hossain—Member	26-10-1957.

The strength of the Commission was thus raised to five Members as against three since the attainment of Independence. This was necessary in view of the importance and the heavy amount of work which the Commission has to cope with.

7. Mr. Zakir Hussain, Chairman, proceeded to West Germany on 23rd April, 1957 for a month's study tour at the invitation of that country's Government. He also visited London in order to interview some candidates for the posts of Master Pilot and River Surveyor under the Ministry of Communications, for which suitable candidates could not be found in Pakistan. However, his stay abroad had to be extended up to 1st June, 1957, on account of these interviews.

8. Mr. U. Kramet, Member, visited London for about 2 weeks from 31st March to 17th April, 1957, to interview candidates for the Central Superior Services Examination. He also visited the Civil Service Commission, United Kingdom, for about a week to see for himself the working of that Commission and held discussions with Professor Andre Bertrand in e'Ecole National d'administration, Paris.

STAFF OF THE COMMISSION

9. Mr. S. F. Meerza, C.S.P. (retired) continued as Secretary to the Commission up to 23rd April, 1957, *i.e.,* until his appointment as additional Member of the Commission.

10. The proposal of the Commission that the status of their Secretary should be equivalent to that of a Joint Secretary to Government was not accepted by the Government till the close of the year 1957. A new Secretary could not, therefore, be appointed during the year under report.

11. Mr. Sardar Ahmed continued as Deputy Secretary of the Commission. In addition to his own duties he took over the charge of current duties of Secretary on the appointment of Mr. S. F. Meerza as additional Member.

12. Mr. Anwarul Hasan and Agha Iftikhar Hosain continued as Assistant Secretaries of the Commission.

13. Mr. G. H. Kazmi, who was officiating as Assistant Secretary in a leave vacancy up to 24th January, 1957, was allowed to continue as Assistant Secretary until 28th February, 1957, under Regulation 17 of the Federal Public Service Commission (Conditions of Service) Regulations. Under this Regulation, the Commission are empowered to employ temporary staff, provided that the total expenditure on this account does not exceed Rs. 2,000 in any one year.

Mr. Kazmi was allowed to continue as Assistant Secretary in a newly created post from 1st March, 1957, and continued as such up to the end of the year under report.

14. Mr. Rafi-uz-Zaman Khan, Psychologist, proceeded on leave from 3rd June, 1957, but did not resume duty.

15. Appendices I & II give full details of the staff as it stood on 1st January, 1957 and the staff that was sanctioned from 1st January, 1957 to 31st December, 1957.

16. As already pointed out in the previous reports, the Commission's office remained understaffed and their request for additional staff was only partially acceded to by the Government.

17. The Commission with a view to maintaining the high standard of efficiency in their office, have been pressing for the grant of Secretariat status and scales of pay to their office and staff for quite a number of years now as may be observed from their previous reports. They regret to note again that no decision was taken in the matter even during 1957.

OFFICE ACCOMMODATION

18. The Commission has been using the Hindu Gymkhana Building as its office ever since the creation of Pakistan. This building is not only shabby and old but is absolutely insufficient for accommodating the Members of the Commission and their staff. The problem of shortage of accommodation has been aggravated by the increase in the number of Members of the Commission and their staff. The Commission made several efforts to get some suitable accommodation elsewhere on rent but without any success. Eventually, the Commission was constrained to ask for the construction of an additional block within the premises of the same Gymkhana. The plans, estimates, etc., in that connection were forwarded before the close of the year to the Government for grant and sanction of the necessary funds. The Commission is a statutory and independent body under the Constitution and is entrusted with important functions to perform. It requested the Government to provide the Commission with sufficient and suitable accommodation to enable it to discharge its important duties efficiently and conveniently, but its request has not succeeded so far.

REVENUE AND EXPENDITURE

19. The total revenue receipts and expenditure during the financial year 1957-58 were as under :—

	Rs.	A.	P.
Revenue Receipts	56,625	10	0
Expenditure :—			
(*i*) Pay of Officers	1,61,800	0	0
(*ii*) Pay of Establishment	2,18,000	0	0
(*iii*) Allowances and Honoraria	1,23,000	0	0
(*iv*) Other charges	1,04,200	0	0
Charges in England	5,000	0	0
Total ...	6,12,000	0	0

RECEIPTS AND ISSUES

20. 50,356 letters|telegrams were received and 29,005 issued during the year under review.

FUNCTIONS OF THE COMMISSION

21. The functions of the Commission continued to be the same as laid down in Article 188 of the late Constitution of Pakistan.

EXAMINATIONS AND TESTS, ETC.

22. A summary of the Examinations and tests held by the Commission during the year 1957 may be seen at Appendix III.

CENTRAL SUPERIOR SERVICES EXAMINATION

23. The results of the written portion of the Central Superior Services Examination held in November|December, 1956, were announced on 8th February, 1957. Of the 676 candidates who appeared at the examination, 191 candidates qualified in the written examination. The qualifying mark in the written examination was fixed at 473, *i.e.*, 43% of a maximum of 1,100, as in the previous year. The candidates who qualify in the written examination are called for *Viva Voce* tests. One of the qualified candidates absented himself from the *Viva Voce* test and the candidature of 2 others was cancelled before the tests were held on account of their misbehaviour. Ultimately 188 candidates appeared at the *Viva Voce* tests held at the various centres as per details given below :—

Karachi	32
Dacca	68
Lahore	81
London	7
	188

As usual, the psychological tests preceded the *Viva Voce* tests. The psychological and *Viva Voce* tests were held at the 3 centres in Pakistan and at London in the U. K. on the dates shown below :—

	Psychological Tests	*Viva Voce Tests* From	To
Karachi	14-1-1957	11-3-1957	13-3-1957.
Lahore	19-1-1957	21-2-1957	28-2-1957.
Dacca	28-1-1957	15-3-1957	20-3-1957.
London	16-3-1957	4-4-1957	...

The psychological tests were held at different centres by the following teams of Psychologists :—

Karachi	(1) Mr. R. Z. Khan, The Commission's Psychologist. *(2) Mr. K. A. G. Murray, and (3) F/Lt. S. D. Khan.
Lahore	(1) Mr. R. Z. Khan, The Commission's Psychologist. *(2) Mr. K. A. G. Murray, and (3) Dr. Randolph C. Sailer, Head of the Department of Psychology, Forman Christian College, Lahore.
Dacca	(1) Mr. R. Z. Khan, The Commission's Psychologist. *(2) Mr. K. A. G. Murray, and (3) Dr. Randolph C. Sailer, Head of the Department of Psychology, Forman Christian College, Lahore.
London	(1) Mr. K. A. G. Murray

24. The *Viva Voce* tests at London were, as in the past, presided over by a Member of the Commission ; this time by Mr. U. Kramet.

25. Finally, 102 candidates qualified for appointment against 73 vacancies in various services which included all the 7 candidates who appeared at the London centre. The final results were communicated to Government on 29th June, 1957. The number of vacancies in each service was as follows :—

(*i*) Civil Service of Pakistan	20
(*ii*) Pakistan Foreign Service	4
(*iii*) Police Service of Pakistan	8
(*iv*) Pakistan Audit and Accounts Service	11
(*v*) Pakistan Railway Accounts Service	1
(*vi*) Pakistan Military Accounts Service	1
(*vii*) Pakistan Customs Service	4
(*viii*) Pakistan Income Tax Officers Service	18
(*ix*) Transportation (Traffic) and Commercial Departments of Pakistan Railways.	3
(*x*) Pakistan Military Lands and Cantonment Service	1
(*xi*) Pakistan Postal Superintendent Service, Class II.	2

*Mr. K. A. G. Murray who was the Principal Psychologist at the Civil Service Commission, U.K. happened to be on a visit to the Federal Public Service Commission during this period for about 2 months under the Colombo Plan (*c.f.* Para. 23 of the last Report).

26. In accordance with the practice adopted in connection with the Central Superior Services Examination, December, 1954 and the Central Superior Services Examination, 1955, the Commission, at the time of communicating the final results to Government, recommended the names of as many qualified candidates as there were vacancies in each service. As previously, these recommendations were made keeping in view :—

(i) the suitability of individual candidates for each of the services ;

(ii) the order of preference expressed by the candidates ;

(iii) the Recruitment Policy of the Government of Pakistan.

Due consideration was also given to the Psychologists' reports and the views expressed by the departmental representatives of the Ministries|Divisions, administratively concerned with each service, who were associated with the Commission on the *Viva Voce* Board. A list of the candidates, finally allocated to the various services by Government, was not received till the close of the year.

27. Appendix IV gives the information regarding the dates of interview, the number of candidates interviewed on each date and the constitution of the Interview Boards at different centres in connection with the Central Superior Services Examination, 1956.

28. As mentioned in paragraph 24 of the previous report, it was decided to split the combined Central Superior Services Examination into 3 examinations, *viz* :—

(i) Civil and Foreign Services Examination ;

(ii) Police Service of Pakistan Examination ; and

(iii) Finance and other Services Examination.

According to the programme chalked out at an inter-departmental meeting held in the room of the Establishment Secretary to the Government of Pakistan in June, 1957, the 3 examinations were to be conducted according to the following programme :—

(i) Civil and Foreign Services Examination—Middle of November,

(ii) Finance and other Services Examination—Middle of January,

(iii) Police Service of Pakistan Examination—Middle of March.

Inordinate delay, which was perhaps unavoidable, occurred in the finalization of the programme of these examinations and consequently not much time was left for revising the scheme and syllabus of each examination. Consequently, it was decided that the first of each of the three examinations should be held with the same subjects and syllabus as were prescribed for the former combined examination. How[illegible]er, with the trifurcation of the Central Superior Services Examin[illegible]t was resolved to raise the upper age limit for all the 3 examina[illegible] 24 to 25 years. This arrangement was incorporated in the [illegible] first Civil and Foreign Services Examination, which were [illegible] 6th September, 1957.

29. The last date for receipt of applications for t[illegible] Services Examination, 1957, was fixed as 14th Oct[illegible] of candidates in Pakistan and 28th October, 1957 [illegible] outside Pakistan. 806 candidates applied and [illegible] nation. The rest were either rejected by [illegible]

themselves from the examination. The number of candidates who appeared at each centre was as follows :—

Karachi	118
Lahore	253
Dacca	246
London	13

The examination commenced on 23rd December, 1957, and concluded on 16th January, 1958.

Only 3 candidates had applied for admission to the examination at Washington Centre. Since the number was too small to justify a centre being opened at Washington, the candidates were informed that they could take the examination either at London or at one of the centres in Pakistan. One candidate appeared for the examination at London. The remaining two withdrew their candidature.

30. The drafting of the rules relating to the Police Service of Pakistan and the Finance and other Services Examinations (scheduled to be held in 1958) was also taken in hand during the year. The rules for these examinations could not, however, be finalised till the close of the year. The main changes which the Ministries, etc., desired to be made in the rules, were held in abeyance till the next examinations to be held in 1959.

CENTRAL ENGINEERING SERVICES EXAMINATION

31. As stated in paragraph 26 of the last year's report, draft rules, etc., for the fifth Central Engineering Services Examination, which had undergone substantial changes, were sent to the Cabinet Secretariat (Establishment Division), Government of Pakistan, on 21st December, 1956, for approval. The Establishment Division returned the drafts of the rules, etc., together with their comments, on 28th October, 1957. As suggested by the Establishment Division, the scheme of the examination and syllabi for various subjects were revised by a Committee of Engineers. In the revised scheme of the Examination, compulsory subjects for certain groups of services were repeated in the list of optional subjects. The Commission did not agree that candidates should be allowed to offer such an optional subject as was also prescribed as a compulsory subject. The Establishment Division were of the view that such a restriction was not necessary. The matter had to be referred back to the Establishment Division a number of times. The Examination could not be announced as the question remained unresolved till the close of the year.

SURVEY OF PAKISTAN (CLASS I & II) SERVICES EXAMINATION.

32. Draft rules, etc., for the second Survey of Pakistan (Class I & II) Service Examination were prepared by the Commission and sent to the Ministry of Agriculture on 2nd July, 1957, for approval. These drafts together with the Ministry's comments were received back on 19th August, 1957. The Ministry of Agriculture desired that no reference to the present Recruitment Policy of the Government of Pakistan should be made in the rules. The Commission referred the question back to the Ministry on 27th August, 1957, stating that the Notice relating to the examination could not be published without a reference to the Recruitment Policy. In order to expedite a decision in the matter, the Commis-...ndorsed a copy of their letter to the Establishment Division. The

Establishment Division agreed that the Recruitment Policy must apply to recruitment made through this examination. The examination could not be announced during the year under review, because the Ministry of Agriculture had not agreed to the inclusion of the Recruitment Policy in the Rules and the matter remained undetermined till the end of the year.

MERCANTILE MARINE TRAINING EXAMINATION

33. No requisition to hold this examination was received from Government and none was, therefore, announced during the year under report.

CIVIL SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING OUT) EXAMINATION AND RE-EXAMINATION.

34. The result of the Civil Service of Pakistan (Final Passing Out) Examination held during September, 1956, of 19 probationers appointed on the result of the Central Superior Services Examination, December, 1954, was communicated to Government on 28th January, 1957. It is disconcerting to note, that of those 19 probationers only 10 qualified.

Along with the Final Passing Out Examination, the Commission held the test in "Compulsory Reading" for two probationers belonging to the above batch on behalf of the Civil Service Academy. Both the probationers took the test and qualified therein.

35. The result of the Civil Service of Pakistan Probationers Re-examination held in December, 1956, was conveyed to Government on 18th April, 1957. Of the 13 probationers of the January, 1954-batch including the one who had absented himself from the Final Passing Out Examination held in December, 1955, and was examined in all subjects and one probationer each of the 1951 and the 1953 batches, who took the re-examination, 12 qualified.

36. The Final Passing Out Examination of the 24 Civil Service of Pakistan Probationers (*i.e.*, 20 probationers of 1955-batch, one probationer of December, 1954-batch and three probationers of January, 1954-batch) was held at Dacca from 23rd to 29th September, 1957, and at Lahore on 29th September, 1957. All of them appeared at the examination except one probationer of January, 1954-batch. Simultaneously with the Final Passing Out Examination, the Commission also held tests in "Current Affairs" for two Probationers at Dacca on behalf of the Civil Service Academy, on 30th September, 1957. The result of the examination was not declared before the close of the year.

37. The re-examination of the 10 Civil Service of Pakistan Probationers who had failed previously (*i.e.*, 9 probationers of 1955-batch and one probationer of January, 1954-batch) was held at Lahore and Dacca on 30th and 31st December, 1957. The result of the re-examination was not communicated to Government till the close of the year.

PAKISTAN FOREIGN SERVICE PROBATIONERS (FINAL PASSING OUT) EXAMINATION AND RE-EXAMINATION.

38. The scheme and syllabus of the Pakistan Foreign Service Probationers (Final Passing Out) Examination, was compiled and forwarded by the Ministry of Foreign Affairs and Commonwealth Relations, Government of Pakistan, for approval of the Commission, during the year under review. The Commission suggested some modifications in the syllabus, which were accepted by the Ministry. The Final Passing Out Examination of six Pakistan Foreign Service Probationers of 1955-batch

(which comprised the written examination and the *Viva Voce* test) was held according to the syllabus approved by the Ministry and the Commission. The *Viva Voce* test was held on 13th July, 1957, and the written examination from the 15th to 23rd July, 1957, at Karachi. In addition, re-examination in Public International Law for one Probationer of the 1954-batch was held at his place of posting, *viz.*, London (United Kingdom), simultaneously with the main batch at Karachi. Thus, seven probationers in all were admitted to the examination. The result of the examination was communicated to Government on 26th October, 1957. The qualifying marks for the examination were 40% in the aggregate of the written examination. According to this standard, only one probationer of 1955-batch failed to qualify at the examination.

PAKISTAN FOREIGN SERVICE PROBATIONERS INTERPRETERSHIP EXAMINATION IN FRENCH.

39. The Pakistan Foreign Service Probationers are also subjected to an Interpretership Examination in French. Formerly this examination was conducted by the Ministry of Defence. However, in 1957, the Commission suggested that the examination be held by them (Federal Public Service Commission). The conduct of the Interpretership examination in French was accordingly entrusted to the Commission by the Ministry of Foreign Affairs and Commonwealth Relations. A separate draft of the syllabus for the examination was also received from Ministry of Foreign Affairs and Commonwealth Relations for the approval of the Commission. This syllabus, with some changes proposed by the Commission, was finalised in November, 1957. The examination was held according to the syllabus agreed upon at Karachi on 19th and 20th December, 1957. Six probationers of the 1955-batch were admitted to this examination. All of them appeared at the examination. The result of the examination was not declared before the close of the year.

POLICE SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING OUT) EXAMINATION.

40. The result of the two Police Service of Pakistan Probationers (Final Passing Out) Examination, held at Sardah in December, 1956, was communicated to Government on 20th May, 1957. Both the probationers qualified at the examination.

41. The next Police Service of Pakistan Probationers (Final Passing Out) Examination, was held at Sardah from 9th to 11th December, 1957. To this examination, 8 probationers of the 1955-batch were admitted. All of them took the examination. The result of the examination was not declared before the close of the year under review.

42. In December, 1954, the Ministry of the Interior, in consultation with the Commission, had decided to revise the syllabus of the Police Service of Pakistan Probationers (Final Passing Out) Examination, as recommended by the Conference of the Inspectors General of Police held at Nathiagali earlier in the year. Accordingly, the subjects of "Accounts with Books" and "Medical Jurisprudence" were dropped from the syllabus prescribed for the Police Service of Pakistan Probationers (Final Passing Out) Examination. During the period under review, the Ministry of the Interior proposed reintroduction of the subject "Accounts with Books" in the syllabus of the Police Service of Pakistan Probationers (Final Passing Out) Examination, as recommended by the Police Conference held in 1956, and forwarded for approval of the Commission, a draft notification announcing the syllabus of the subject.

The Commission agreed to the re-introduction of the subject of "Accounts with Books" in the syllabus of the Police Service of Pakistan Probationers (Final Passing Out) Examination. The amendment was made operative from the Training Course of Police Service of Pakistan Probationers commencing in November|December, 1957.

RECOGNITION OF DEGREES AND DIPLOMAS, ETC.

43. The question of recognition of the diplomas of the Institute of Engineers, Pakistan, a reference to which was made in paragraph 26 of the previous report, was decided during the year under review. Sections A & B of the Associate Membership Examination of the Institute of Engineers, Pakistan, were recognised by the Government of Pakistan as sufficient qualification for the purpose of admission to the Central Engineering Services and Survey of Pakistan (Classes I & II) Service Examinations. It was decided to include Sections A & B of the Associate Membership Examination of the Institute of Engineers, Pakistan, in the rules relating to the above examinations held by the Commission.

44. The question of recognition of the B. E. Degree of the University of Peshawar as sufficient educational qualification for the purpose of admission to the Central Engineering Services and Survey of Pakistan (Classes I & II) Service Examination was also under consideration of the Commission during the year under review. The Ministry of Agriculture, which is administratively concerned with the Survey of Pakistan Service, assented to the recognition of the said degree for the purpose of admission to the Survey of Pakistan (Classes I & II) Service Examination. Accordingly, it was decided to include the degree in the rules relating to that examination.

45. Besides, the Ministries|Divisions (*viz.*, Ministry of Works, Ministry of Communications, Railway Division and the Pakistan Posts and Telegraphs Department) administratively concerned with the Central Engineering Services and the Inter-University Board of Pakistan also agreed to the recognition of B. E. Degree of the University of Peshawar for the purpose of admission to the Central Engineering Services Examination. So far as the inclusion of the B. E. Degree of the University of Peshawar in the draft rules for the Central Engineering Services Examination was concerned, the matter remained under consideration with the Cabinet Secretariat (Establishment Division), Government of Pakistan, till the close of the year.

VISIT OF AN EMINENT PSYCHOLOGIST

46. As mentioned in paragraph 23 of the previous report, the Commission's efforts, since 1953, to secure the services of a foreign Psychological Expert to advise them on the technique of modern psychological testing, bore fruit towards the end of 1956, when the services of Mr. K. A. G. Murray, Principal Psychologist, Civil Service Commission, United Kingdom, were secured under the Colombo Plan. During his short stay in Pakistan, Mr. Murray actually conducted the psychological tests of the candidates for the last of the combined Central Superior Services Examinations, held in November|December, 1956. During his brief stay he also acquainted himself with a number of problems confronting this Commission and made his suggestions in the light of his experience of the Civil Service Commission, U. K. He included his suggestions in a report which he compiled on his return to the United Kingdom. The Commission had the report under consideration, and had not reached any final conclusions on the suggestions contained therein, till the close of the year.

MINISTERIAL SERVICES

47. No examinations for recruitment of Assistants|Upper Division Clerks, Lower Division Clerks, Stenographers and Stenotypists were held by the Commission during 1957.

TYPEWRITING TESTS

48. (i) Twenty-seven Typewriting Tests for purpose of increments and confirmation were held from January to December, 1957, at Karachi. 1144 candidates applied, 827 appeared and 395 qualified at these tests upto September, 1957. 465 candidates applied and 349 appeared in October, November and December, 1957. Their results were not declared till the close of the year.

(ii) Two typewriting tests were held in May|December, 1957 at Rawalpindi. 423 candidates applied, 276 appeared and 78 qualified in the test held in May, 1957. 314 candidates applied and 236 appeared in the test held in December, 1957. Their results were not declared till the close of the year.

(iii) Four Typewriting Tests were held during 1957 at Dacca. 5 candidates appeared and 3 qualified at the tests held in March and June, 1957. 6 candidates appeared at the tests held in October and December, 1957. Their results were not declared till the close of the year.

PROFICIENCY TESTS

49. (i) Nine Proficiency Tests of Stenographers, Stenotypists and Typists were conducted in March, July and November, 1957, at Karachi. 499 candidates applied, 336 appeared and 56 qualified at these tests.

(ii) Three Proficiency Tests of Stenographers, Stenotypists and Typists were conducted in June, 1957, at Rawalpindi. 227 candidates applied, 168 appeared and 30 qualified at these tests.

(iii) Two Proficiency Tests of Urdu Typists were conducted in March and July, 1957 at Karachi. 4 candidates applied and appeared and 2 qualified at the tests.

(iv) Four Proficiency Tests in Typewriting were conducted in March, June, October and December, 1957, at Dacca. 12 candidates applied, 9 appeared and 6 qualified at the tests.

SELECTION BY INTERVIEW

50. During the period under report, the Commission received 247 requisitions for recruitment to 550 posts. The number of requisitions received in the year 1957 was the largest as compared to previous years. 24 consolidated advertisements were issued by the Commission during the year. They were published in eight leading newspapers of Pakistan, the Central and Provincial Government gazettes and the news bulletins published by Pakistan Missions abroad for necessary publicity. Copies of the advertisements were also sent to the various universities and colleges in the Country, Provincial Government Departments, Radio Pakistan and Employment Exchanges. The advertisements were also displayed in the nine show cases which have been erected for the purpose in the principal cities of Pakistan. The Commission received 3589 applications and 2173 candidates were invited for interviews.

51. The Commission were able to complete 153 recruitments, including 41 recruitments (Appendix V) wherein the Commission were not able to recommend suitable candidates.

52. 81 recruitments were still pending with the Commission. 7 recruitments were cancelled after and 5 before advertisement. One recruitment was not advertised during the year as draft advertisement sent to the Ministry for certain clarification was not returned before the close of the year.

53. Of the 112 recruitments wherein the Commission recomended suitable candidates, in 73 recruitments only candidates were offered appointments till the close of the year. In one recruitment the candidate refused to join the post. Information in respect of the remaining 39 was not conveyed by the Ministries. According to the information received by the Commission, candidates in 49 recruitments joined the posts including 19 recruitments wherein candidates were already incumbents of the posts before they had been advertised by the Commission.

54. During the year the Commission visited Lahore five times, Peshawar twice, Warsak once, Dacca four times and Chittagong twice. The interviews were held at Karachi on 47 days, Lahore on 27 days, Peshawar on 4 days, Warsak on 4 days, Dacca on 22 days and Chittagong on 3 days. In all, interviews were held on 107 days during the year.

55. A written test, apart from the usual interview, was also held by the Commission in the following six recruitments :—

(i) Two Sub-Editors, Urdu and Bengali, Village Aid Publicity, Ministry of Economic Affairs.

(ii) Ten Appraisers, Karachi|Chittagong Centres, Ministry of Finance, Revenue Division.

(iii) Four Bengali Reporters, Parliament Secretariat.

(iv) Passport Officers, Ministry of Foreign Affairs and Commonwealth Relations.

(v) Senior Translator in Urdu, Parliament Secretariat.

(vi) Official Reporter in English, Parliament Secretariat.

56. The Commission propose to hold a trade test, apart from the usual interview, through the Ministry of Industries in the following sixteen recruitments pertaining to Industrial Research and Development Centre, Lahore :—

1. Two Managers.
2. Deputy Manager.
3. Two Engineers Incharge, Tool Shop.
4. Two Engineers, Machine Shop.
5. Two Engineers Incharge, Designing.
6. Engineer Incharge, Press Work and Electroplating.
7. Engineer Incharge, Pattern and Foundry Shop.
8. Engineer Incharge, Heat Treatment.
9. Engineer Incharge, Cost Estimating and Quality Control.
10. Three Assistant Engineers, Tool Shop.
11. Two Assistant Engineers, Machine Shop.
12. Two Assistant Engineers, Press Work and Electroplating.
13. Assistant Engineer, Designing.
14. Assistant Engineer, Forging Shop.
15. Assistant Engineer, Cost Estimating and Quality Control.
16. Assistant Engineer, Heat Treatment.

57. Search for suitable candidates for the undermentioned three recruitments was also made in one or more of the following countries; U. K., U. S. A., Canada, Australia, Holland, West Germany, Belguim, Brazil, Sweden, Iran, Saudi-Arabia, Iraq and Egypt. The Pakistan's Missions abroad set up committees for interviewing candidates and sent their report to the Commission for final recommendation to Government:—

(i) Divisional Signal Engineer, Pakistan Railways, Ministry of Communications (Railway Division).

(ii) Harbour Master and Traffic Manager, Chalna, Ministry of Communications.

(iii) Programme Supervisor in Arabic and Iranian Units, Radio Pakistan, Ministry of Information and Broadcasting.

58. The following recruitments were cancelled by the Ministries concerned after advertisement of the posts and receipt of applications by the Commission. Such action of the Ministries apart from entailing unnecessary labour, inconvenience and expense to all concerned places the Commission in a very awkward position and results in fruitless task for the Commission's Office, as refund of application fee of a large number of candidates is involved in such cases:—

1. Deputy Director General of Civil Aviation, Ministry of Defence, Aviation Division.
2. Judicial Officer, Ministry of Interior.
3. Commercial Secretaries under the Ministry of Commerce.
4. Camp Commandant, Warsak, under the Ministry of Industries.
5. Public Relations Officer, National Assembly.
6. Press Attaches under Ministry of Information and Broadcasting.
7. Assistant Press Attaches under the Ministry of Information and Broadcasting.
8. Superintendent and Publicity Supervisor under the Ministry of Communications.
9. Assistant Controller of Patents and Designs under the Ministry of Industries.

59. With reference to paragraph 62 of the Report for the year 1956, the Commission are pleased to record their appreciation of the fact that the Ministry of Education, on reconsideration, accepted the advice of the Commission for recruitment to the post of Headmistress, Junior Model School, Karachi. The Cabinet Secretariat have not, however, come to a decision with regard to recruitment to the post of Deputy Director, Department of Cyphers, Cabinet Secretariat.

60. With reference to paragraph 56 of the last report, the Ministry of Commerce have after 3 years offered the posts of Executive Officers, Imports and Exports, to the Commission's nominees. This undue and inordinate delay has been the cause of the loss of some of the Commission's nominees. The Ministry of Information and Broadcasting have, however, not yet offered the post of Assistant Information Officer to one of the candidates recommended by the Commission on 14th March 1956.

SERVICE MATTERS—RECRUITMENT RULES

61. Twelve draft recruitment Rules for various Class I and Class II posts|services under the Central Government were referred to the

Commission for advice during the year under report. The Commission tendered their advice in 5 cases. Government, however, finalised only 2 cases in accordance with the advice of the Commission. In the remaining 3 cases, final orders passed on the advice of the Commission were not known till the close of the year. Seven cases were pending with the Commission at the close of the year. In 4 of these 7 cases, the Commission had offered their comments and asked the Ministries| Divisions concerned to carry out the amendments suggested by the Commission in the draft of the Rules and to show it to them for final approval before finalizing and publication of the Rules. The draft Rules were not, however, received by the Commission for final approval till the close of the year. In one case, clarification on certain points was sought from the Ministry concerned, whose reply was not received till the end of the year. In one case, the Ministry concerned were asked to obtain the comments of the Cabinet Secretariat (Establishment Division) first which were not communicated to the Commission until the end of the year. The remaining one of these 7 cases was under consideration of the Commission at the close of the year.

62. Besides, the Commission were asked to give advice in two cases with which they were not ordinarily concerned. However, in one of these 2 cases, the Commission agreed to help the Ministry concerned provided a reference was made to them through the prescribed channel for such references.

63. The Commission also disposed of 3 out of the 7 cases left over from the previous year. In one more case, it was found that consultation with the Commission was not necessary.

64. The Commission are not satisfied with the progress made so far in the preparation of Recruitment Rules for the various Posts|Services under the Central Government. They are firmly of the view that the pace of progress in this direction needs to be greatly accelerated in order to safeguard the larger interests of the Services.

PROMOTIONS

65. In many cases, Recruitment Rules require a certain percentage of posts to be filled by promotion. Thus, the Commission have often to determine the suitability of officers for promotion, particularly from Class II to Class I.

66. Fortynine cases, involving promotions of 147 officers, were referred to the Commission for advice during the year under review. These included promotions and confirmations of the Provincial Services' officers against Listed posts in the cadres of the Civil Service and the Police Service of Pakistan. The Commission tendered their advice in *28 cases. It was accepted in †21 cases and in the remaining 7 cases Government did not inform the Commission of the orders passed on their advice. Twentyone cases were pending with the Commission for disposal at the close of the year. The Commission also disposed of 21 out of 39 cases left from the previous years; in 2 more cases, Government have since dropped the proposals for promotion. The remaining 16 cases were pending for want of certain information from the Ministries| Divisions concerned.

*In 2 cases, each involving 3 officers, Commission tendered advice in respect of 2 officers and 1 officer, respectively only. The cases of the remaining officers were still under consideration with the Commission at the close of the year 1957.

†In one case, involving 2 officers, Commission's advice was accepted in respect of 1 officer only. Orders of Government in respect of the other officer were not known to the Commission till the close of the year 1957.

67. One hundred and three cases regarding the appointment of 155 officers, made without consultation with the Commission, were received for approval during the year under report. The Commission tendered their advice in 74 cases, which was only accepted in *49 cases. In 2 cases, the advice of the Commission was not accepted. In the remaining 23 cases, Government did not inform the Commission of the final orders till the close of the year 1957. Twentyseven cases were pending with the Commission for disposal at the close of the year under report. Two cases were withdrawn by Government. The Commission also disposed of 20 out of the 24 cases left over from the previous year. In 2 more cases, Government have since dropped the proposals. The remaining 2 cases were still pending with the Commission at the close of the year 1957.

MEASURES TO CHECK VIOLATION OF THE STATUTORY NECESSITY FOR CONSULTATION WITH THE COMMISSION.

68. Attention is invited to paragraphs 69, 70 and 71 of the Commission's Annual Report for the year 1956. The Commission are gratified to note that the irregularities in the submission of monthly returns of appointments|promotions, etc., made without consultation with them, have decreased as compared to previous years. This has, however, been largely due to constant reminders from the Commission's office to the Ministries|Divisions, etc., for submission of these returns. The details of some delinquencies are contained in Appendix VI.

69. Appendix VII gives the number of cases in which the appointments|promotions, etc., made by Government without consultation with the Commission were not reported in the appropriate monthly returns and came to Commission's notice only when a reference was made to them for regularising the appointments.

70. The delinquencies mentioned in the 2 preceding paragraphs were as usual invariably brought to the notice of the Cabinet Secretariat (Establishment Division) for such action as might be deemed proper and necessary.

71. Attention is also invited to paragraphs 73, 74 and 75 of the Commission's Annual Report, 1956. During the year under report too, no visible indications were available that the frequency of the misuse of Regulation 4(b) of the Commission's Consultation Regulations had diminished to any appreciable extent. The position regarding the plans for stoppage of salaries of officers appointed irregularly and the proposal for restarting examination of irregular appointments, etc., notified in the *Gazette of Pakistan*, remained unchanged during the year under review and this fact was, in the former case, due largely to the apathy of Government towards the problem and the resultant inaction; in the latter case, the sole reason was the inadequacy of staff in the Commission's office.

SENIORITY

72. Two cases regarding determination of relative seniority of certain officers were referred to the Commission for advice. The Commission tendered their advice in both the cases. Final orders passed by Government on the Commission's advice were, however, not known till the close of the year. The Commission also disposed of the case which was pending with them at the end of the year 1956.

*In one case, involving 2 officers, Commission's advice was accepted in respect of one officer only. The advice, of the Commission in respect of the other officer was still under consideration of Government at the close of the year 1957.

DISCIPLINARY CASES

73. Nine, including 4 cases of appeals and representations, etc., were referred to the Commission for advice during the year under report. The Commission gave their advice in 3 cases; 6 cases were pending with them at the close of the year. In one case Government accepted the advice of the Commission; in the other 2 cases the Commission were not informed of the orders passed on their advice till the year ended. The Commission also disposed of 3 out of the 6 cases left over from the preceding year.

74. Besides, the Commission returned 2 disciplinary cases without tendering any advice on the ground that a reference did not lie to them in these cases. Another case was also returned without any advice, since it had not reached the stage where the Commission could come in.

GRANT OF GRATUITY, INJURY AND EXTRAORDINARY PENSIONS

75. The Commission received only one case regarding grant of extraordinary family pension for advice during the year under report. The case was received on 1st January 1957. The Commission called for certain information from the Department concerned on 12th March 1957. It is regretted that this information did not reach the Commission till the close of the year and the case, therefore, remained pending with the Commission.

EXCLUDED CADRE POSTS

76. Four cases regarding the exclusion of certain posts from the regular ministerial service cadre of certain Ministries|Divisions were referred to the Commission for advice during the year under report. The Commission tendered their advice in all the 4 cases which was accepted in 3 cases. In the remaining one case, final orders passed on the advice of the Commission were not known till the close of the year. The Commission also disposed of the case left over from the preceding year.

APPOINTMENT OF CLERKS FROM SUBORDINATE OFFICES

77. Two cases regarding recruitment of ministerial staff, *i.e.*, Assistants, Upper Division Clerks and Lower Division Clerks, from subordinate offices of the Ministries|Divisions|Directorates of the Government of Pakistan, were referred to the Commission for advice during the year 1957. The Commission gave their advice in one case. Final orders passed by Government on their advice were not known to the Commission upto the close of the year. The other case was pending with the Commission at the end of the year.

DOMICILE

78. One case relating to the determination of domicile (whether Asiatic or non-Asiatic) was referred to the Commission for advice on 18th October, 1957, but it could not be disposed of during the same year.

REDUCTION IN ORDINARY PENSIONS

79. One case regarding reduction in ordinary pension was referred to the Commission for advice on 22nd March, 1957. It could not be disposed of during the year under report for want of certain clarifications and papers.

COMPULSORY RETIREMENT

80. Only one case regarding compulsory retirement was referred to the Commission for advice during the year under report. The Commission gave their advice which was accepted by Government.

QUALIFICATIONS FOR POSTS|SERVICES AND *AD-HOC* METHOD OF RECRUITMENT.

81. During the year under report, 9 cases concerning the determination of qualifications and *ad-hoc* method of recruitment, etc., were also referred to the Commission for advice. The Commission gave their advice in 7 cases which was accepted in 3 cases; final orders passed by Government on the advice of the Commission in the other 4 cases were not known till the close of the year. Two cases were pending with the Commission at the end of the year.

REIMBURSEMENT OF LEGAL EXPENSES

82. Five cases regarding claims filed by Government servants, for the payment of legal expenses incurred by them in defending themselves in judicial proceedings were referred to the Commission for advice. The Commission advised acceptance of the claim in 3 cases. In one case the Commission asked for certain documents to decide the case. In another case the Commission had advised for turning down the claim. This was again referred to the Commission and was under their consideration at the close of the year. The advice of the Commission was accepted in 3 cases. The Commission also disposed of, during the year under report, the one case left over from the previous year.

MISCELLANEOUS CASES

83. Apart from the above, the Commission dealt with 61 miscellaneous cases which do not call for a detailed description here.

The Statement at Appendix VIII gives the information regarding service matters at a glance.

84. A few cases of delays and irregularities on the part of Ministries| Divisions are given in Appendix IX.

CASES OF NON-ACCEPTANCE OF COMMISSION'S ADVICE

85. (I) As stated in paragraph 25 of the Report, the list of the candidates, finally allocated to the various services by Government on the results of the Central Superior Services Examination, 1956, was not received in the Commission's Office, till the close of the year 1957. However, the Commission came to know from a news item, published in the papers, of some deviations which had been made by Government, from the Commission's recommendations. The Commission asked the Establishment Division to set right the said deviations, or to communicate the reasons for disregarding the Commission's advice so that the same should be incorporated in the Memorandum accompanying the Commission's Annual Report in compliance with Clause (2) (a) of Article 190 of the Constitution. Copies of the communications were forwarded to the President and the Prime Minister. No reply was received from the Establishment Division till the close of the year.

(II) In 1948, the Government prosecuted the Collector of Customs, Karachi, for the following alleged offences :—

- (i) for possession of property disproportionate to his sources of income ;
- (ii) for having disposed of 82500 cigarettes at a ridiculously low price corruptly to himself or in order to oblige a friend ;
- (iii) for giving a false declaration of the value of a cutlery set imported from U. S. A. thus causing a considerable loss to Government in respect of customs duty ; and
- (iv) for dishonestly permitting three country crafts to leave Karachi without paying the duty, which was due on cargo, amounting to Rs. 19,890.

The Officer was tried in the court of the Special Judge, Karachi, and was acquitted of the first charge. The Special Judge found him guilty on the remaining three charges. The Officer appealed to Chief Court. The appeal was allowed in respect of (ii) and (iv) charges but in respect of charge No. (iii) there was a difference of opinion and the court decided that the appeal in respect of this charge would be heard by another Judge. The third Judge acquitted the Officer of this charge also.

Consequent on his acquittal, the Officer submitted a representation claiming compensation for the legal expenses incurred by him in defending the case filed by Government. This representation which was made in September, 1949, was rejected by the Government, without the consultation of the Commission, as required under Section 266 (3) (d) of the Government of India Act, 1935.

The Officer again represented in February, 1950, and May, 1952 and the case was then referred to the Federal Public Service Commission for advice.

The Commission advised in February, 1953 that in accordance with the Cabinet Secretariat O. M. No. 3|15|52-SE.II, dated the 10th July, 1952, "payment of legal expenses incurred by the accused in defending himself against charges brought by Government should be made by Government only in exceptional cases when there is reason to believe that the prosecution was *mala fide* and vexatious". In this case the Special Judge convicted the accused of three of the four charges and although he was eventually acquitted of all of them, there was a difference of opinion in the Chief Court and a reference to a third judge was necessary. It could not, therefore, be said that the prosecution was *mala fide* and vexatious. On the contrary, there was a *prima facie* case against the accused and the Government acted in good faith. The Commission were therefore of the opinion that Mr...........'s case for reimbursement of legal expenses should be rejected".

In accordance with the advice of the Commission Government rejected the claim of the officer on 24th February, 1953.

The officer appealed again. The case was again referred to the Commission for reconsideration in November, 1953, along with the opinion of the Ministry of Law which had not been sent to the Commission when the case was referred to them in May, 1952.

The Law Ministry's advice was, that in respect of charge No. (iii) the expenses incurred were not payable but in respect of (ii) and (iv) the expenses for the defence were payable as of right and good conscience.

The Commission again advised that the Government should not pay the legal expenses paid by the officer. The Commission feared that if

compensation were paid in cases of this kind, Government might feel reluctant in future to take legal action against corrupt officers.

After repeated reminders the Commission were informed on 28th January, 1957, that it had not been possible for the Government to accept the advice of the Commission in that case. They further informed the Commission that as required under the established convention the case was submitted to the Prime Minister who desired that the officer should be paid a sum of Rs. 12,000 towards reimbursement of legal expenses.

(III) A post of Assistant Manager, Women Section in the Regional Employment Exchange, Karachi, under the Department of Manpower and Employment fell vacant due to its permanent incumbent having been declared unfit for service by the Medical Board. The post was to be filled through the Commission as provided for in the draft Recruitment Rules. The Ministry of Labour decided that the post should be filled by appointing a lady having East Pakistan domicile and recommended on 25th May, 1957, that a lady Assistant Manager, who was appointed by the Ministry direct against a supernumerary post created under the Department for a period of six months with effect from 1st December 1956, might be appointed on regular basis against the vacancy of Assistant Manager referred to above.

The Commission advised that the post in question should be filled by advertisement through them and the lady Assistant Manager, whose name was recommended by the Ministry, might also take her chance along with other candidates if she was otherwise eligible.

The Ministry were also asked to inform the Commission of the grounds on which they did not report the appointment of the lady Assistant Manager, made with effect from 1st December, 1950 in the appropriate monthly return. The Ministry in reply stated that the lady Assistant Manager had been selected for training abroad in U. K. for a period of about six months and she would be proceeding abroad very shortly. In the opinion of the Ministry, her experience of an Employment Exchange coupled with her extensive training in this field in a foreign country would enable her to compete very favourably with any outsider. The Ministry, therefore, requested the Commission to reconsider their decision and to relax the condition of filling the vacancy by advertisement. As regards the non-inclusion of the appointment of the lady Assistant Manager in the appropriate monthly return, the Ministry stated that as she was appointed against a supernumerary post created for 6 months, her appointment did not require consultation with the Commission and as such it was not considered necessary to report it to the Commission in the monthly return. This explanation was, however, not satisfactory, as appointments, made even for a period of less than one year, which do not require consultation with the Commission, should be reported to the Commission in the monthly returns.

The Commission advised the Ministry again on 27th August 1957 that since the method of recruitment to the post of Assistant Manager, Regional Employment Exchange, Karachi, as laid down in the recruitment rules was "by direct recruitment through the Commission, recruitment to the post in question should first be entrusted to the Commission and their nominee should be sent for training abroad. The Commission feared that if the Ministry sent the lady Assistant Manager, appointed directly by them, for training abroad without her selection for the post by the Commission, it might result in a great financial loss to the Government, if after receiving the training, she was not selected for appointment to the post of Assistant Manager by the Commission.

On 16th December 1957, the Commission were informed that the lady Assistant Manager had been deputed for training in Labour Administration under the Colombo Plan for about six months with effect from 11th September 1957 and requested that in the circumstances, approval to the continued appointment of the lady Assistant Manager might be accorded and the Commission might also agree to her appointment on a regular basis against the permanent post. It will thus be noticed that (i) the Lady Assistant Manager was appointed with effect from 1st December, 1956, contrary to recruitment rules which provide direct Recruitment through the Commission; (ii) the appointment was not reported to the Commission in the monthly return; (iii) Commission's advice that the post be filled by open advertisement was ignored and that (iv) the lady Assistant Manager has been sent abroad for training in the U. K. in disregard of the Commission's advice that the post be filled through open advertisement and their nominee be sent for training abroad.

(IV) From a news item appearing in the "Dawn" dated 20th June, 1957, the Commission came to know that a certain Vice-Chancellor would shortly take over as Educational Adviser to the Central Government.

Now the post of Educational Adviser is not included in the Schedule to the P. P. S. C. (Consultation by the Governor General) Regulations, 1953, and hence the Commission has to be consulted before making an appointment to such a post. However, as mutually agreed to by the Cabinet Secretariat (Establishment Division) and the Commission, in this behalf, though the Commission was not to advertise the post and hold interviews, yet its advice as to the suitability of the officer was obligatory. The Ministry of Education were, therefore, asked to supply full particulars of the Vice-Chancellor and his character roll to the Commission to enable them to determine his suitability for the post of Educational Adviser.

In July, 1957, the Ministry of Education approached the Commission for their concurrence to the appointment of this Vice-Chancellor as Educational Adviser and *ex-officio* Joint Secretary, Ministry of Education for a period of three years.

In August, 1957, the Commission gave their advice that in view of the background of the Vice-Chancellor, the Commission did not feel justified in being a party to his appointment to the highest Educational post in the country. The Commission advised that Government should select another person after taking into account the record of Vice-Chancellors of other Universities and also that of all working and retired directors of Public Instructions and then decide the matter on comparative merits.

Although the Commission have not heard anything from Government since then, yet, it is a fact beyond dispute that the Vice-Chancellor has been appointed as the Educational Adviser and he is continuing as such in utter disregard of the advice of the Commission.

(V) The Commission in 1951 had advertised a regular post of Deputy Director (Civil Engineering), Class I, Central Engineering Authority. But as a result thereof, they were unable to recommend a suitable candidate for appointment to the post. The Commission, therefore, in February 1952, advised the Ministry of Industries that the post in question should be re-advertised with modified conditions. In November, 1952, the Ministry stated that the post had been filled temporarily, pending availability of a nominee of the Commission. In the same letter, the Ministry put forward a proposal that an officer, who was at that time engaged temporarily as Senior Engineer with the Baluchistan States Union Economic Survey Team and whose term of appointment was to

expire shortly, might be appointed to the vacant post of Deputy Director (Civil Engineering), Central Engineering Authority.

Since the reference from the Ministry revealed that there were more than one posts of Deputy Director (Civil Engineering), in the Central Engineering Authority, and the Ministry had approached the Commission for filling of one post only, the Commission, in January, 1953 asked the Ministry to apprise them of the exact number of posts of Deputy Director (Civil Engineering) available in the office of the Central Engineering Authority. They also advised that all the available posts of Deputy Director (Civil Engineering) in the Central Engineering Authority which were to be filled through them, should be advertised, and the officer proposed by the Ministry for appointment as Deputy Director (Civil Engineering) might also take his chance along with other candidates.

It was after numerous card and D. O. reminders that the Ministry on 24th January 1957, stated that the question of appointment of the officer as Deputy Director (Civil Engineering) was dropped in February, 1954, when several Assistant Directors, Class I in the Central Engineering Authority, were promoted to the posts of Deputy Directors.

In reply, the Commission on 6th March, 1957, asked the Ministry to give reasons for not following their advice to get all the available posts of Deputy Directors (Civil Engineering) advertised. In that letter the Ministry's attention was also invited to Article 188(2)(a) of the Constitution, under which it was necessary to consult the Commission in regard to the method of recruitment for a post, and that the posts could not be filled by promotion unless the Commission had agreed to such a method of recruitment.

The Ministry on 31st May 1957, stated that the case of promotion of Assistant Directors, Class I to the posts of Deputy Directors, Class I was covered by regulation 3(a) of the Consultation Regulations. They also alleged that since the vacancies of Deputy Directors were filled by promotion of Assistant Directors in February 1954, the case could not fall within the purview of Article 188(2)(a) of the Constitution.

The Commission on 26th June 1957 replied by pointing out that before the enforcement of the present Constitution, the Government of India Act, 1935 (as adapted in Pakistan) was in force. Under Section 266 (3)(a) & (b) of the said Act, it was necessary to consult the Commission :—

(i) on all matters relating to methods of recruitment to civil services and for civil posts, and

(ii) on the principles to be followed in making appointments to civil services and posts, in making promotions and transfers from one service to another and on the suitability of such candidates for such appointments, promotions and transfers.

The Ministry were informed that the position remained unaltered even under the new Constitution [*vide* Article 188(2)(a)]. They were, therefore, advised that regulation 3(a) of the Consultation Regulations was no bar to consultation with the Commission on the method of recruitment. The Commission must, therefore, first be consulted on the method of recruitment and if they agreed that the posts in question might be filled by transfer/promotion of an officer from another Class I post, then it would not be necessary to consult the Commission again at the time of making the actual appointment. Accordingly, the Ministry were requested to decide the method of recruitment for the posts of Deputy

Directors (Civil Engineering) and then fill them in accordance with that method.

The Ministry on 10th October 1957, averred that the officers, who were promoted in February, 1954 as Deputy Directors (Civil Engineering), Class I in the Central Engineering Authority, were already approved by the Commission in 1954 as Assistant Directors, Class I. They did not, therefore, think it necessary to seek approval of the Commission, as the case was considered to be covered by Regulation 3(a) of the Consultation Regulations. It was also stated that these officers had been confirmed in their respective posts of Deputy Directors. The Ministry, accordingly insisted that they did not consider it feasible to adopt any other method at that stage.

The Commission on 23rd December, 1957, again explained that the Ministry had confirmed the officers in the posts of Deputy Directors in utter disregard of their advice (that all available posts of Deputy Directors should be advertised through them or the method of recruitment to the posts should be decided in consultation with them), and that the officers had been confirmed against the advice of the Commission in the posts of Deputy Directors for which no recruitment rules had been framed in consultation with the Commission. The confirmations were, therefore, irregular. A copy of the Commission's letter was also endorsed to the Cabinet Secretariat (Establishment Division).

(VI) Reference paragraph 86(ii) of the Commission's report for the year 1956. On 13th March, 1957, the Cabinet Secretariat (Establishment Division) were requested to apprise the Commission of the action taken on their advice with regard to the unsuitability of the officer for the post of Assistant Director of Employment Exchange. The Establishment Division informed the Commission on 11th June, 1957 that in the light of the remarks made by the Commission about this officer, it had been decided that the orders of his confirmation should be revoked. It was also stated that the Ministry of Labour had already given, on 6th April, 1957, a show cause notice to the officer and his case was being further examined by that Ministry. The Commission was, however, not informed of the final outcome of the case, despite several reminders, till the close of the year.

MATTERS ON WHICH THE COMMISSION OUGHT TO HAVE BEEN CONSULTED BUT WERE NOT CONSULTED

(i) Two officers of the office of the Deputy High Commissioner for Pakistan at Calcutta were held responsible for (i) suppressing the part played by fellow officers in the unwholesome business of smuggling, (ii) not informing the Deputy High Commissioner, the High Commissioner in New Delhi and the Ministry of Foreign Affairs and Commonwealth Relations in Karachi immediately and in sufficient details, (iii) attempting to minimise the importance of the case, and (iv) handling the whole case in a casual way. The Ministry of Foreign Affairs and Commonwealth Relations proposed to impose the punishment of censure on the above two officers. The Federal Public Service Commission agreed to the proposal.

Later on, one of the officers submitted a petition for review of the order of punishment awarded to him. As a result of it, the order of punishment was set aside by the Prime Minister without a reference to the Commission. The Commission addressed the Ministry of Foreign Affairs and Commonwealth Relations and informed them that they considered that since the order of censure was originally passed in consultation with them, it should not have been set aside without

erring it to them. It was also pointed out that if the Commission d been taken into confidence before the order was revised, there uld have been no reason for not doing natural justice. A copy of the mmission's letter was also endorsed to the Cabinet Secretariat stablishment Division).

The Ministry of Foreign Affairs and Commonwealth Relations ressed their deep regret for their failure to consult the Federal olic Service Commission before revising the orders, and stated that views of the Commission had been noted for future guidance. The binet Secretariat (Establishment Division) have also taken up the tter with the Ministry of Foreign Affairs and Commonwealth ations. Their views are not known to the Commission upto this e.

(ii) In paragraph 87(i) of the Commission's report for the year 5 it was reported that the Commission ought to have been consulted en the appointment of a Superintendent in the Ministry of Infor- ion and Broadcasting as Assistant Secretary from 21st February, onward had exceeded the limit of one year but was not consulted. 13th February, 1957, the Ministry were informed that they were not ed to refer the case of the officer again to the Commission for deter- ing his suitability. The circumstances under which the case of the er was not referred to the Commission when a reference did lie he Commission were only asked for as these circumstances were ired to be reported in the Commission's Annual Report. The istry were therefore again requested to inform the Commission of circumstances, under which it was not considered necessary to refer case of the officer to the Commission.

The Ministry were also requested to inform the Commission of the rs, as and when they were passed, on the petition of the officer and Commission might be consulted, if necessary under the rules, before orders were actually made by the President.

On 31st July, 1957, after several reminders, the Ministry informed Commission that the matter had been referred to the Establishment sion, and a reply would be sent to the Commission after the views he Establishment Division had been received.

On 28th November, 1957, the Ministry forwarded a note, giving ief history of the case and also a copy of the latest decision of the sident on the officer's petition. It was stated in the decision that the tion dated 11th April, 1956, submitted by the officer had been consi- ed by the President and he saw no reason to revise the earlier decision municated in the Establishment Division Unofficial Note dated the November, 1954. However, as a purely *ex-gratia* measure the Presi- t had been pleased to decide that the officer might be allowed the efit of the service which he rendered in the grade of Assistant etary from the 21st February, 1949 to the 12th June, 1950 to count the purpose of seniority in that grade. It was also decided by the sident that no further petitions from the officer on the subject would entertained. It was intimated to the Commission that the decision he President was being implemented forthwith.

The case was under consideration in the Commission's Office when year closed.

(iii) As regards paragraph 88(ii) of the Commission's report for , it may be noted that the result of the said petition was yet awaited n the year ended.

(iv) In paragraph 89 of the last year's Report, it was stated that the Cabinet Secretariat (Establishment Division) were requested on 10th October, 1956, to instruct the Ministries|Divisions through a circular letter that the information called for by the Commission with a view to determine whether in a particular case the Commission ought to have been consulted but were not consulted, should not be refused in future. The Cabinet Secretariat (Establishment Division) informed the Commission on the 3rd August, 1957, that the matter was under their consideration. Thereafter nothing further was heard inspite of several reminders.

CONCLUSION

(i) It is gratifying to note that the Ministries|Divisions complied, save in a small number of cases, with relevant provisions of the Constitution and the Regulations. The Commission express their gratitude to them for their help and co-operation and for the consideration and courtesy they extended to the Commission.

(ii) The Commission would very much like to thank the Provincial Governments and their Public Service Commissions and likewise the Pakistan Missions abroad for their valuable assistance in enabling the Commission to hold and conduct their Examinations, tests and interviews out of Karachi.

(iii) The Commission also feel grateful to such independent Advisors and Officers of the Government as aided the Commission in interviewing various candidates without asking for any remuneration and at the cost of considerable inconvenience to themselves.

(iv) The Commission consider their pleasant duty to place on record their sense of appreciation of the good work performed by their own Officers and Ministerial Staff, although in the discharge of it, they were very much handicapped by various circumstances beyond their control, such as shortage of staff and want of sufficient and suitable office accommodation. It is hardly necessary to point out that the present building in which the Commission's office is housed is unsuitable from every point of view. It is old, dingy, insanitary and too inadequate to meet even the Commission's bare requirements and its suitability is wholly incommensurate with the dignity and status of a Federal Public Service Commission.

It is fervently hoped that the Government would be kind enough to place a spacious and suitable building at the disposal of the Commission as soon as possible to enable them and their staff to discharge their important and arduous duties efficiently and to the best of their ability.

A. S. B. SHAH,
Chairman.

S. F. MEERZA,
Member.

S. M. HASAN,
Member.

MOHD. IBRAHIM KHAN,
Member.

(Dr.) S. M. HOSSAIN,
Member.

APPENDICES

APPENDIX II.

(*Vide* para. 15 of the Report)

1. The following staff was sanctioned in connection with the increase [in] work on account of the trifurcation of the Central Superior Services [E]xamination and for the two additional posts of Member, Federal [P]ublic Service Commission.

Name of the post	Number
1. Assistant Secretary	1
2. Superintendent	1
3. Assistant Incharge	1
4. Assistants	5
5. Upper Division Clerks	2
6. Stenographers	2
7. Stenotypist	1
8. Lower Division Clerks	4
9. Daftries	2
10. Jamadar (Class II)	2
11. Peons	3

APPENDIX III.

(*Vide* para. 22 of the Report)

FEDERAL PUBLIC SERVICE COMMISSION

Statement of Summary of Examinations and Tests conducted by the Federal Public Service Commission during the year 1957.

S. No.	Name of the Examination	No. of Examinations held	No. of candidates who applied	No. of candidates admitted	No. of candidates actually appeared	No. of candidates interviewed	No. of candidates declared successful	No. of vacancies	No. of candidates actually appointed	Remarks
1	2	3	4	5	6	7	8	9	10	11
1.	Central Superior Services Examination, November December, 1956.	One	951	926	676	188	102	73	...	Final List of candidates selected on the results of the Examination was not received till close of the year.
2.	Civil & Foreign Services Examination, December, 1957.	One	806	796	630	...	...	...	...	The Examination started on 23rd December, 1957 and concluded on 16th January, 1958.
3.	Civil Service of Pakistan Probationers (Final Passing Out) Examination and Re-Examination, September, 1956.	One	...	1	19	...	10	...	...	
4.	Civil Service of Pakistan Probationers (Final Passing Out) Examination and Re-Examination, December, 1956.	One	...	15	15	...	12	...	...	
5.	Civil Service of Pakistan Probationers (Final Passing Out) Examination, September, 1957.	One	...	24	23	...	...	...	...	The result of the Examination was not declared before the close of the year.

1	2	3	4	5	6	7	8	9	10	11
6.	Civil Service of Pakistan Probationers (Final Passing Out) Re-Examination, December, 1957.	One	...	10	10	...	...	...	..	The result of the Re-Examination was not declared before the close of the year.
7.	Pakistan Foreign Service Probationers (Final Passing Out) Examination, July, 1957.	One	...	7	7	...	6	...	...	
8.	Pakistan Foreign Service Probationers Interpretership Examination in French, December, 1957.	One	...	6	6	...	...	...	...	The result of the examination was not delcared before the close of the year.
9.	Police Service of Pakistan Probationers (Final Passing Out) Examination, December, 1956.	One	...		2	...	2	...	...	
10.	Police Service of Pakistan Probationers (Final Passing Out) Examination, December, 1957.	One	...	8	8	...	...	...	...	The result of the Examination was not declared before the close of the year.
11.	Central Engineering Services Examination.	...	...	...	...	...	...	...	...	No examination was announced during the year under review for recruitment to the Central Engineering Services.
12.	Survey of Pakistan (Class I & II) Service Examination.	...	...	...	...	...	...	...	...	No examination was announced during the year.
13.	Mercantile Marine Training Examination.	...	...	...	...	...	...	...	...	
14.	Ministerial Service (Assistants/ Upper Division Clerks) Examination.	...	...	...	...	...	...	...	...	No requisition to hold the examination was received from Govt. during the year.
15.	Ministerial Service (Lower Division Clerks) Examination.	...	...	...	...	...	...	...	...	
16.	Ministerial Service (Stenographers) Examination.	...	...	...	...	...	...	...	...	
17.	Ministerial Service (Stenotypists) Examination.	...	...	...	...	...	...	...	...	
18.	Monthly Typewriting Tests	33	2,359	2,359	1,699	...	*476	...	...	
19.	Proficiency Tests of Stenographers, Stenotypists and Typists.	16	738	738	513	...	92	...	...	
20.	Proficiency Test of Urdu Typist.	2	4	4	4	...	2	...	...	

*476 candidates qualified from January to September, 1957. The results of the candidates who were tested by the Commission in October, November, and December, 1957 were not declared till the close of the year.

APPENDIX IV.

(*Vide* para. 27 of the Report)

CENTRAL SUPERIOR SERVICES EXAMINATION, 1956

A—*Dates on which interviews were held at various centres*

Karachi		Lahore		Dacca		London	
Date	Number of candidates	Date	Number of candidates	Date	Number of candidates	Date	Number of candidates
11-3-57	13	21-2-57	10	15-3-57	13	4-4-57	7
12-3-57	12	22-2-57	12	16-3-57	14		
13-3-57	7	23-2-57	12	18-3-57	14		
		25-2-57	11	19-3-57	14		
		26-2-57	12	20-3-57	13		
		27-2-57	12				
		28-2-57	12				
	32		81		68		7

B.—*PERSONNEL OF THE INTERVIEW BOARDS*

Mr. Zakir Hussain, Chairman, F.P.S.C.	Mr. Zakir Hussain, Chairman, F.P.S.C.	Mr. Zakir Hussain, Chairman, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C
Mr. U. Kramet, Member, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C.	Mr. U. Kramet, Member, F.P.S.C.	His Excellency Mr. M. Ikramullah High Commissioner for Pakistan in U.K.
Mr. A. B. A. Haleem, Vice-Chancellor, Karachi University.	Mian M. Afzal Hussain, Vice-Chancellor, Punjab University.	Mr. Justice Muhammad Ibrahim, Vice-Chancellor, University of Dacca.	Sir Claude Gidney, K.C.I.E.
Mr. M. A. H. Qarni, Joint Secretary, Ministry of Finance.	Mr. M. A. H. Qarni, Joint Secretary, Ministry of Finance.	Mr. M. A. H. Qarni, Joint Secretary, Ministry of Finance.	Mr. C. J. Hayes, Secretary, U.K Civil Service Commission.
Mr. J. G. Kharas, Joint Secretary, Ministry of F.A. & C.R.	Mr. J. G. Kharas, Joint Secretary, Ministry of F.A. & C.R.	Mr. J. G. Kharas, Joint Secretary, Ministry of F.A. & C.R.	Mr. A. D. Azhar, Financial Adviser & Chief Accounts Officer, Pakistan High Commission in U.K.
Mr. S. N. Alam, P.S.P., Inspector-General, Special Police Establishment.	Mr. M. K. Mohiuddin, Chief Commercial Manager, N.W.R.	Mr. S. N. Alam, P.S.P., Inspector-General, Special Police Establishment.	Dr. Imdad Hussain, Educational Attache, Pakistan High Commission in U.K. (Also acted as Secretary of the Board).
Col. Shahbaz Khan, Director, Military Lands and Cantonments.	Mr. S. M. A. Ghani, Post-Master General, Lahore.	Mr. G. Burgess, C.I.E., O.B.E., C.S.P., Director, Civil Service Academy.	
Mr. G. Burgess, C.I.E., O.B.E., C.S.P., Director, Civil Service Academy.	Mr. S. N. Alam, P.S.P., Inspector-General, Special Police Establishment.	Mr. O. H. Mohamed, Post-Master General, East Pakistan.	
Mr. Mohammad Afzal, Offg. Divisional Superintendent, N.W.R.	Mr. G. Burgess, C.I.E., O.B.E., C.S.P., Director, Civil Service Academy.	Mr. C. E. Mahmud, Offg. Chief Traffic, Manager, E.B. Railway.	
Mr. M. M. Hussain, Deputy Director General (Staff & Estt.) Posts & Telegraphs.	Mr. Mohammad Zaman Khan, Deputy Director, Military Lands & Cantonments.	Mr. A. R. Qureshi, Deputy Director, Military Lands & Cantonments, Ministry of Defence.	
		Mr. N. H. B. Tyebjee, Deputy Chief Traffic Manager, Pakistan.	

APPENDIX V.

(*Vide* para. 51 of the Report)

List of 41 recruitments wherein the Commission were not able to recommend suitable candidates.

1. Three Assistant Directors in the Department of Trade Promotion and Commercial Intelligence, Ministry of Commerce.
2. Training|Research Officer (Labour Administration and Welfare), Ministry of Labour.
3. Two Pilots for Beaver Amphibian Aircraft, Ministry of Finance (Revenue Division).
4. Lady Assistant Surgeon, E. B. Railway, Ministry of Communications (Railway Division).
5. Two Pilots|Masters of the Pilot Vessels at Chalna Anchorage, Ministry of Communications, (Communications and Transport Division).
6. Assistant Education Officer (General), Ministry of Education.
7. Protozoologist, Malaria Institute of Pakistan, Ministry of Health.
8. Assistant Director (Training), Department of Manpower and Employment, Ministry of Labour.
9. Assistant Regional Director, Radio Pakistan, Ministry of Information and Broadcasting.
10. Deputy Superintendent of Taxes, Chief Commissioner's Secretariat, Karachi.
11. Assistant Director, Malaria Institute of Pakistan, Karachi, Dacca, Ministry of Health.
12. Assistant Surgeon, (Male), Pakistan Mint, Lahore, Ministry of Finance.
13. Junior Lecturer in Domestic Science, Central Government College for Women, Karachi, Ministry of Education.
14. Assistant Chemical Examiner, Ministry of Finance.
15. Executive Officer, Pakistan Forest College, and Research Institute, Abbottabad, Ministry of Agriculture.
16. Assistant Director (Co-operation) in the Co-operation and Marketing Department, Ministry of Agriculture.
17. Two Assistant Medical Officers under the Coal Mines Labour Welfare Funds Organisation, Ministry of Labour.
18. Two Pilots|Masters of Pilot Vessel at Chalna Anchorage, Ministry of Communications.
19. Lady Nursing Officer, Ministry of Health.
20. Deputy Director, Central Drugs Laboratory, Karachi, Ministry of Health.
21. Assistant Chemist in the Central Drugs Laboratory, Ministry of Health.
22. Blood Bank Officer, Dow Medical College, Karachi, Ministry of Health.
23. Physiotherapist, Central Government Hospital, Karachi, Ministry of Health.

24. Inspector of Boilers, (Federal Capital), Chief Commissioner's Secretariat, Karachi.
25. Inspector of Aircraft, Civil Aviation Department, Ministry of Defence.
26. Sectional Officer (Composite Wood Products), Pakistan Forest Research Laboratory, Chittagong, Ministry of Agriculture.
27. Assistant Director, Training, Department of Manpower and Employment, Ministry of Labour.
28. Auditor, Co-operative Societies, Chief Commissioner's Secretariat, Karachi.
29. Lady Medical Officer, Central Skin and Social Hygiene Centre, Chittagong, Ministry of Health.
30. Junior Lecturer in Psychology in the Central Government College for Women, Karachi, Ministry of Education.
31. Pilots, Beaver Amphibian Aircraft, Revenue Division.
32. Special Officer (Agriculture Development), Ministry of Agriculture.
33. Extra Assistant Director (Navigation), Central Engineering Authority, Ministry of Industries.
34. Librarian, Ministry of Labour.
35. Chief Instructor (Civil Engineering), Karachi Polytechnic, Ministry of Education.
36. Marketing Officer, Ministry of Agriculture.
37. Sub-Registrar, Chief Commissioner's Secretariat, Karachi.
38. Nautical Surveyor, Mercantile Marine Department, Ministry of Commerce.
39. Public Health Engineer, Ministry of Health.
40. Eleven Assistant Engineers, Forg Shop, Industrial Research and Development Centre, Lahore, Ministry of Industries.
41. Three Assistant Engineers (Electrical), Warsak Dam Project Organisation, Ministry of Industries.

APPENDIX VI

(*Vide* para. 68 of the Report)

List of irregularities committed by Ministries|Divisions of the Government of Pakistan in the submission of Monthly Returns to the Commission.

(i) The Ministry of Health submitted the return for July 1957 on 2nd September 1957 after they were reminded on 23rd August, 1957. The return for August 1957 was received on 21st October, 1957.

(ii) The Ministry of Agriculture submitted the returns for February, 1957 in April, 1957 and a consolidated return for June, July and August, 1957 on 4th November, 1957 after they were reminded to do so on 1st October, 1957. The returns for September, October and November, 1957 were not received till the close of the year.

(iii) The Ministry of States and Frontier Regions submitted the return for July 1957 on 28th August 1957 after they were reminded on 23rd August, 1957. The return for November, 1957 was not received till the close of the year. The return for December 1957 was also not received by the due date *viz.*, 20th January, 1958.

(iv) The Cabinet Secretariat (Establishment Division) furnished returns for the period from January to June 1957 on 11th July, 1957, after they were reminded on 26th June, 1957. The return for November, 1957 was submitted on 21st January, 1958. The return of December, 1957 was received on 11th February, 1958 after they were reminded on 7th February, 1958.

(v) The Ministry of Education submitted the returns for the period from April to September, 1957 on 4th December, 1957 after they were reminded on 21st August, 1957.

(vi) The Chief Commissioner's Secretariat submitted returns for the period from March to September, 1957 on 14th December, 1957, after they were reminded on 24th April, 1957, 20th July, 1957 and 17th October, 1957, respectively. The return for November, 1956, was also sent in 1957 and was late by about 6-1|2 months.

(vii) The Ministry of Law submitted the return for July, 1957 on 27th August, 1957, after they were reminded on 23rd August 1957.

(viii) The Ministry of Defence (Aviation Division) submitted the return for February, 1957 on 13th April, 1957. The return for May 1957 was received on 15th July, 1957. The return for June and July were received on 3rd September, 1957 after they were reminded on 23rd August, 1957. The returns for August, 1957 were received on 5th October 1957. The return for November, 1957 was received on 12th January 1958.

(ix) The Ministry of Finance (Revenue Division) submitted the return for June 1957 on 4th September 1957.

(x) The Ministry of Rehabilitation submitted the return for August, 1957 on 28th December, 1957. The returns for May 1957 in respect of the subordinate offices was awaited till the close of the year. The returns for November, and December, 1956,

in respect of the subordinate offices were sent on 25th October 1957. The return for December, 1957 in respect of the Ministry and its subordinate offices was also not received by the due date.

(xi) The Ministry of Industries were not regular in submitting their returns. Inspite of repeated reminders some of the returns were awaited till close of the year.

(xii) The Ministry of Information and Broadcasting submitted the return of July 1957 on 1st October 1957. The return of December, 1957 was not received by the due date.

(xiii) The Ministry of Works did not submit the returns for the period from April to November 1957 till the close of the year, inspite of the fact that they were reminded in June 1957 to submit outstanding returns.

APPENDIX VII

(*Vide* para. 69 of the Report)

List of cases in which appointments|promotions, etc., made by Government without consultation with the Commission were not reported in the appropriate Monthly Returns and came to the notice of the Commission when a reference was made to them for Regularisation of the appointment.

(i) Appointments to the posts of Regional Director Class I and News Editor, Class I, Radio Pakistan, Ministry of Information and Broadcasting, made on 8th December 1956 and 27th December 1956, respectively.

(ii) Appointment to the post of Economic Investigator, Ministry of Information and Broadcasting, made on 2nd October 1956.

(iii) Appointment to the post of Progress Officer, Ministry of Finance, made on 8th November, 1955.

(iv) Appointment (re-employment) against the post of Officer on Special Duty (of the status of Joint Secretary to Government), Ministry of Foreign Affairs and Commonwealth Relations, made on 20th March, 1956.

(v) Appointment to the post of Assistant Secretary to the Government of Pakistan, Ministry of Economic Affairs, made on 15th November, 1956.

(vi) Appointment to the post of Assistant Controller of Stamps, Dacca, Ministry of Finance (Revenue Division) made on 4th February, 1949.

(vii) Appointment to the post of Technical Officer Class II (Non-gazetted), Department of Supply and Development, Ministry of Industries, made on 1st March, 1955.

(viii) Appointment to the post of Senior Lecturer in Physics, Central Government College for Men, Ministry of Education, made on 29th November, 1956.

(ix) Appointment to the post of Junior Engineer in the Aviation Workshop, Department of Plant Protection, Ministry of Agriculture, made on 16th December, 1954.

(x) Promotion to the post of Information Officer Class I from Assistant Information Officer Class II, Press Information Department, Ministry of Information and Broadcasting, made on 6th January, 1955. It was reported as late as February, 1957.

APPENDIX VIII

(*Vide* para. 83 of the Report)

Services Matters

(Summary of cases of Appointments, Promotions, Disciplinary Matters, Etc.)

Sl. No.	Description	No. of Cases pending on 1-1-57	No. of Cases received from 1-1-57 to 31-12-57	No. of Cases on which advice was tendered	No. of Cases pending on 31-12-57	No. of Cases on which Government have taken decision	No. of Cases on which Government have not taken any decision	No. of Cases on which Commission's advice was accepted	No. of Cases on which Commission's advice was not accepted	Remarks
1	2	3	4	5	6	7	8	9	10	11
1.	Appointments made without advertisement.	24	103	74	27	51	23	*49	2	*Two cases were withdrawn by Government. In one case involving 2 officers Commission's advice was accepted in one case only. It was being considered in the case of the other officer by Government till end of year.
2.	Promotions (including promotions and confirmations of the Provincial Services' officers to the Civil and the Police Services of Pakistan).	39	49	†28	21	21	7	‡21	...	†In 2 cases each involving 3 officers, Commission tendered advice in respect of 2 officers and one officer respectively. The case of the remaining officers was still under consideration at the close of year. ‡In one case involving 2 officers, Commission's advice was accepted in respect of one officer only. Orders of Government in respect of the other officer were not known till the close of year.

3. Disciplinary cases, including 4 appeals, etc.	6	9	3	6	1	2	1	...	...	...
4. Reimbursement of legal expenses.	1	5	5	2	4	2	4	...	...	One case has been referred to the Commission for reconsideration.
5. Domicile	...	1	...	1	...	...	...	...	...	...
6. Gratuity, Injury and Extra-Ordinary pensions.	...	1	...	1	...	...	...	...	...	...
7. Seniority	1	2	2	...	...	2	...	...	...	...
8. Appointment of Clerks from Subordinate offices.	...	2	1	1	...	1	...	...	...	...
9. Ex-cadre posts	1	4	4	...	3	1	3	...	...	...
10. Recruitment Rules ...	7	12	5	7	2	3	2	...	...	...
11. Reduction in ordinary pensions.	...	1	...	1	...	...	...	...	...	...
12. Compulsory retirements ...	...	1	1	...	1	...	1	...	...	...
13. Qualifications for Posts/Services and *ad hoq* method of recruitment.	...	9	7	2	3	4	3	...	...	...

APPENDIX IX

(*Vide* para. 84 of the Report)

Cases of delays and irregularities on the part of Ministries|Divisions of Government of Pakistan.

(i) On 20th October, 1954, the Commission sought clarification from the Cabinet Secretariat with regard to the eligibility of a candidate of Indian Nationality, who was the incumbent of the post of Assistant Surgeon, Pakistan Railways. After more than two years the Cabinet Secretariat informed the Commission that they had advised the Railway Division on 3rd October, 1956 (after two years) that the case in question should be dealt with under Article 179(i) of the Constitution of Pakistan.

(ii) The Commission, on 18th June, 1955, sought clarification from the Cabinet Secretariat with regard to the eligibility of a candidate for the post of Instructor, Karachi Polytechnic. After two years, on 24th June 1957, the Cabinet Secretariat advised that action should be taken under Article 179 of the Constitution of Pakistan.

(iii) The Character Roll of a candidate for the post of Lady Medical Officer was called for, from the Ministry of Health on 13th May, 1957. The Ministry sent it to the Commission curiously enough after 4-1|2 months.

(iv) The Character Roll of a candidate for the post of Assistant Zoologist was called for from the Ministry of Agriculture on 9th October 1957. It was not sent by the Ministry of Agriculture till the close of the year.

(v) The Charactor Roll of a candidate for the post of Agricultural Economist was called for from the East Pakistan Government on 5th October, 1957. After 4 months, delay and waiting, the Commission was constrained to finalise the recruitment on the basis of incomplete Character Roll.

(vi) The Character Roll of a candidate for the post of Director, Tuberculosis Control and Training Centre was called for from the West Pakistan Government on 22nd April, 1957. It was sent by the West Pakistan Government after about three months.

(vii) An application dated 30th October, 1957, for the post of Principal, Karachi Polytechnic was forwarded by the East Pakistan Government to the Commission on 12th February 1958 after 3½ months of the closing date *viz.*, 2nd November 1957.

(viii) An application, dated 1st April, 1957, for the post of Assistant Director, Supply and Development was forwarded by the Pakistan Public Works Department surprisingly enough after 9 months of the closing date *viz.*, 22nd May 1957.

(ix) An application for the post of Assistant Director, Trade Promotion was forwarded by the Ministry of Commerce to the Commission on 27th June 1957 after 4 months of the closing date *viz.*, 23rd February 1957.

(x) In December 1956, the Ministry of Foreign Affairs and Commonwealth Relations referred the case of an Officer who was Administrator, Charitable Institution, Peshawar, for appointment as Vice Consul, Jalalabad for the Commission's approval.

As the Character Roll of the Officer was received incomplete and certain other information required was lacking, the Ministry of Foreign Affairs and Commonwealth Relations was requested in February, 1957, to complete the Character Roll as well as to supply the required information, but despite several reminders the completed Character Roll and information were not received till the close of the year.

(xi) An Officer was appointed as Member, Foreign Exchange Tribunal under the Ministry of Finance with effect from 15th December 1955. In November, 1956, the Ministry sought the approval of the Commission to the appointment of the Officer in question for a further period of one year. The Commission asked the Ministry that full particulars of the officer and of the post might be supplied. It was also asked that the reasons for the omission of the appointment of the officer from the Monthly Return for the month of December 1955, might also be stated. The Ministry was also requested to explain why the method of recruitment for the post had not been decided in consultation with them as required under Article 188(2) (a) of the Constitution.

The Ministry furnished the required particulars and stated that Recruitment Rules and Method of Recruitment for the post would be presently framed in consultation with the Commission as the post would continue for a further period of one year or more. As regards the omission of the appointment from the Monthly Return a further communication was promised.

The Commission advised that the post should be advertised through them. The Commission also agreed to the continuance of the officer for a further period of six months, with effect from the 15th December, 1955, or till such time as their nominee was available, whichever was earlier.

The Ministry later informed that the omission for not including the appointment in Monthly Return for December 1955 was due to some misunderstanding which was regretted. The Commission were also informed that the Foreign Exchange Tribunal had been wound up and the services of the Officer terminated with effect from 22nd August 1957. In this connection it may be stated that the appointment of the Officer from 15th June 1957 to 22nd August 1957 remained irregular for want of the Commission's approval.

(xii) A post of Assistant Controller of Stamps, Dacca (Class II, Gazetted) came into existence on 4th February 1949. An Officer of the East Pakistan Junior Civil Service was appointed to the post with effect from 4th February 1949, on an *ad hoc* basis. The Officer held the post for more than five years upto 6th December 1954, on which date he expired. No doubt officers of Provincial Service can be appointed against tenure posts without consultation with the Commission but the post in the present case was not a tenure post. The appointment against this post should have been made in consultation with the Commission but the case of the above officer was never referred to the Commission for their approval.

The Commission did not consider the reason given by the Ministry namely, that it was a stop-gap arrangement, as satisfactory.

The appointment of the officer was also not reported in the appropriate monthly returns. On being asked to explain this omission, the Ministry informed that that was through an oversight.

Although the post of Assistant Controller of Stamps, Dacca, came into existence 8 years ago yet the Revenue Division have not taken any steps to frame proper Recruitment Rules.

(xiii) In 1951, the Ministry of Finance (Revenue Division) appointed 5 Officers as Superintendents of Central Excise and Land Customs. They referred the cases of three officers for the Commission's approval. While the Commission agreed to the permanent retention of one officer on the basis of Character Rolls, they did not consider the other two officers suitable for permanent retention. The Ministry again referred the case of one officer for reconsideration but the Commission did not agree. In 1953, the Ministry endorsed to the Commission a copy of the letter addressed to the Controller of Central Excise and Land Customs, East Pakistan (Chittagong) in which that Ministry had directed that the services of the officer should be terminated.

In 1956, however, while considering the case relating to the promotions of Superintendents of Central Excise and Land Customs to the posts of Assistant Collector, it was detected from the seniority list that the officer whose services were to be terminated in 1953 was still continuing. The Commission again took up the matter with the Ministry and as a result thereof the services of the Officer were terminated in December, 1957.

(xiv) An officer was appointed as Assistant Director of Civil Supplies in the Chief Commissioner's Secretariat, Karachi, with effect from 7th July, 1953. In May, 1954, approval of the Commission to the appointment of the officer as Assistant Director of Civil Supplies was sought. As the appointment was likely to last for a period of less than one year, the Commission advised that the approval of the Commission would not be necessary under Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, 1953. It was further stated that if the officer was to continue after 7th July, 1954, the case would require the approval of the Commission. After 2½ years the Chief Commissioner's Secretariat referred the case for Commission's approval to the continued appointment of the officer as Assistant Director of Civil Supplies with effect from 7th July 1954. It was explained by the Chief Commissioner's Secretariat, that Government accorded sanction to the continuance of the posts of Assistant Director of Civil Supplies piecemeal for 3 to 4 months at a time as it was thought that the posts might be abolished any time. Two posts, one of a Deputy Director and another of an Assistant Director, were actually abolished in the year 1954. The remaining two posts of Assistant Director were still continuing and against one of these posts, approval of the Commission to the appointment of the above officer was sought. The Chief Commissioner's Secretariat was, therefore, requested to inform the Commission of the reason for which the case was not referred to the Commission for their approval in time in accordance with their advice. In reply the Chief Commissioner's Secretariat stated that the position with regard to delay in

making the reference had already been explained in their earlier letter. The Commission had already considered the earlier explanation but were not convinced of it, as although the Karachi Administration was not certain about the continuation of the post, yet there was no reason for withholding a reference to the Commission when the appointment had actually exceeded the period of one year.

(xv) An officer was appointed as Assistant News Editor with effect from 5th September, 1950, in Radio Pakistan without consultation with the Commission. The posts of Assistant News Editors were several times advertised through the Commission but the officer was not recommended by the Commission for appointment. The Department, however, managed to keep him on one pretext or the other. In August, 1955, while agreeing to the continued appointment of the officer till such time as Commission's nominees were available, the Ministry was addressed by the Commission that in case he was not selected by the Commission for the post of Assistant News Editor, the officer should not be allowed to continue in the vacancies, which were shortly to fall vacant. The Ministry did not pay any heed to the Commission's advice and allowed the officer to continue in short term vacancies. In April, 1957, the Ministry again approached the Commission for approval to the continued appointment of the officer as Assistant News Editor on an *ad hoc* basis till such time as the nominees of the Commission were available. The Commission did not agree to the further continuance of the officer in service as the officer was allowed to continue in disregard of the advice of the Commission. The case was also reported to the Cabinet Secretariat (Establishment Division).

The Ministry, however, again approached the Commission for reconsideration of the case stating that the officer had appeared for interview before the Commission early in September 1957, in connection with his candidature for the post of Assistant News Editor, advertised by the Commission. The result of this interview was not known, but, in the case of his selection, the termination of his services with immediate effect would mean a break in his service. In the circumstances the Commission were requested to allow the officer to continue until the finalisation of the results of interviews for the post of Assistant News Editor. The Commission, on reconsideration, agreed to the continuance of Assistant News Editor in Radio Pakistan upto 31st December, 1957 or till such time as the Commission's nominee was available, whichever was earlier as the officer was the likely candidate to be recommended for the post. He was subsequently selected for the post and was recommended.

(xvi) An officer was appointed as Commercial Assistant (Gazetted Class II) in the office of the Special Officer (Paper), Department of Supply and Development, under the Ministry of Industries with effect from 15th August 1950 without consultation with the Commission. He was transferred on deputation to the Pakistan Industrial Development Corporation with effect from 1st February 1952 and retransferred to the Department of Supply and Development with effect from 31st

January, 1955 as Assistant Director (Class II) in the Supply and Stores Department, United Kingdom.

In July, 1956 the Ministry of Industries approached the Commission to accord their approval to the appointment of the officer as Assistant Director, Class I (non-technical). The Commission asked the Ministry to explain why the officer was allowed to continue in Class II beyond one year without consultation with the Commission. It was also advised that the post of Assistant Director, Class II, which the Officer was holding as well as that of Assistant Director, Class I, against which it was proposed to appoint him, should be advertised through the Commission.

The Ministry kept silent for more than nine months when it adopted the subterfuge of withdrawing their proposal to promote the officer to Class I post of Assistant Director and requested the Commission to regularise his appointment to Class II post of Assistant Director.

The Commission advised that the post of Assistant Director, Class II held by the officer should be advertised through them. The Ministry were also asked to inform the Commission as to how it was proposed to fill up the post of Assistant Director Class I, against which the officer was proposed to be appointed.

In reply, the Ministry informed the Commission that it had been decided not to fill the Class II posts of Assistant Director, until the question of re-organisation of the entire Department of Supply and Development was finalised. The Commission were of the view that when the entire Department of Supply and Development was to be reorganised, the re-organisation must affect all the Wings. It could not be said with any certitude that as a result of re-organisation, there would be retrenchment only in the Supply and Development Wing, on the strength of which the officer was working and the other Wings would remain unaffected. Moreover, the Department of Supply and Development was a huge organisation and its reorganisation would naturally take a long time.

The Commission, therefore, could not shake off the feeling that the Ministry showed undue favour to the officer by appointing him irregularly to a Class II post and by trying to promote him to a Class I post by trying to suppress the irregularity. The Commission regretted that they did not agree to the continued irregular appointment of the officer to the Class II post of Assistant Director.

The Commission advised that in case the post had to be filled, there was no reason why the Class II post of Assistant Director should not be filled through advertisement. The officer might also take his chance along with other candidates if he was eligible for the post.

A copy of the communication alongwith relevant correspondence was also forwarded to the Cabinet Secretariat (Establishment Division) for information and such action as it might deem fit to take.

Further details of the case would be given in the next year's Annual Report by which time the case is expected to be finalised.

(xvii) One post of Junior Engineer (G. C. S. Class II) was created in the Aviation Workshop of the Plant Protection Department in December 1954, against which an officer was appointed direct with effect from the 16th December, 1954.

In May, 1957, the Ministry of Agriculture requested the Commission for regularisation of the appointment of the officer against the post in question.

The appointment of the officer with effect from 16th December 1954 was not reported in the monthly return for December, 1954. The Ministry was therefore, asked to give reason for not reporting the appointment in the Monthly return. It was also pointed out to the Ministry that the officer should not have been allowed to continue beyond one year *i.e.*, after 15th December, 1955, without consultation with the Commission as required under regulation 4(b) of the Consultation Regulations. The Ministry expressed its regrets and pleaded oversight.

(xviii) A Technical Officer, Class II (Non-gazetted) was appointed in the Department of Supply and Development, under the Ministry of Industries with effect from 1st March, 1955. In May, 1957, the Ministry requested for approval of the Commission to the continued appointment of the officer as Technical officer.

Since the appointment of the officer was not reported in the Monthly Return for March, 1955, the Ministry was asked to give the reason for not reporting the appointment in question in the Monthly Return. The Ministry was also asked to state the reason for not referring the case to the Commission when the appointment had exceeded the period of one year.

The Ministry of Industries advanced the plea that as the question of the determination of the status of the post had been under consideration in consultation with the Cabinet Secretariat (Establishment Division) which lasted upto September, 1956, it was not possible to make a reference to the Commission in respect of a post which had not been classified. The Commission considered the plea to be devoid of force.

GPPK—L 121 FPSC—28-3-59—500.

Lahore—contd.

Messrs. Hamid Noorani & Co., 59, Flaming Road.
Messrs. Mirza Book Agency, 9A, Shah Alam Market.
Messrs. Nawa-i-Waqt Publications Ltd.
Messrs. Rremier Book House, 4|5, Katchery Road, Near Anarkali.
Messrs Technical and Commercial Book Co. Chawk Dalgaran.
Messrs. The Publishers United, Ltd., 176, Anarkali.
Messrs. The Punjab Religious Book Society, Anarkali.

Peshawar :—

Messrs. Ferozsons, 35, The Mall.

Rawalpindi :—

Messrs. The London Book Company.
Messrs. Victory Book Stores, Edwardes Road.

Hyderabad :—

Messrs. Ameer Brothers, Hirabad.
Messrs. Educational Book Depot Stationers & Booksellers, School Road.
Messrs. The New Allies Stores, Jail Road, Near Tower.

Multan City :—

Messrs. The Multan Chamber of Commerce.

Quetta :—

Messrs. Aligarh Book Stall, Mission Road.

Lyallpur :—

Messrs. Danishmand & Co., Karkhana Bazar.
Messrs. International Agency, Gujar Basti.

Sialkot City :—

Messrs. Malik & Sons, Commercial Building, Railway Road.

Sukkur :—

Messrs. The Ajaib Stores, Frere Road.
Messrs. Gul Book Depot, Neemji Slope.

Larkana :—

Messrs. Mujahid Stationery Mart & Book-seller, Bunder Road.

Nowshera :—

Messrs. F. K. Sethi Stores, Church Road.

II.—FOREIGN.

GHANISTAN :—The Ambassador of Pakistan in Afghanistan, Kabul c|o Post Master, Peshawar.

STRALIA :—The High Commissioner for Pakistan in Australia, Dalton House, 115 Pit Street, Sydney.

RMA :—The Ambassador of Pakistan in Burma, Rander House, Phayree Street, Rangoon.

NADA :—The High Commissioner for Pakistan in Canada, 499-Wilbord Street, Ottawa.

YPT :—The Ambassador of Pakistan in Egypt, Pakistan House, 11 Sharia Hodel, Laban, Garden City, Cairo.

ANCE :—The Ambassador of Pakistan in France, 18-Rue Loard Byron, Paris.

DIA :—The High Commissioner for Pakistan in India, 8-B, Hardinge Avenue, New Delhi.
The Deputy High Commissioner for Pakistan in India, Calcutta.

DONESIA :—The Ambassador of Pakistan in Indonesia, 15-Djalan Tanku Umar, Djarkata.

N :—The Ambassador of Pakistan in Iran, Khiaban Takhte Jamshed Kashi

Q :—The Ambassador of Pakistan in Iraq, Wazirya, Baghdad.

LY :—The Minister of Pakistan in Italy, 15-*Via* Guiseppe Mangili, Rome.

THERLANDS :—The Ambassador of Pakistan in Netherlands, Plien 1813, No. 3, The Hague.

UDI ARABIA :—The Ambassador of Pakistan in Saudi Arabia, Jedda.

RIA, LEBANON AND JORDAN :—The Minister of Pakistan, Abu Roumanch, Damascus.

RKEY :—The Ambassador of Pakistan in Turkey, 41-Karanfil Sokaka, Yanshehir, Ankara.

ITED KINGDOM :—The High Commissioner for Pakistan in U. K., 34|36-Lowndes Square, London, S. W. 1.

S. A. :—The Ambassador of Pakistan in U. S. A, 2201-R Street, North-West Washington D. C.

S. S. R, :—The Ambassador of Pakistan in U. S. R., 17-Sadove Kurdinskava Street, Moscow.